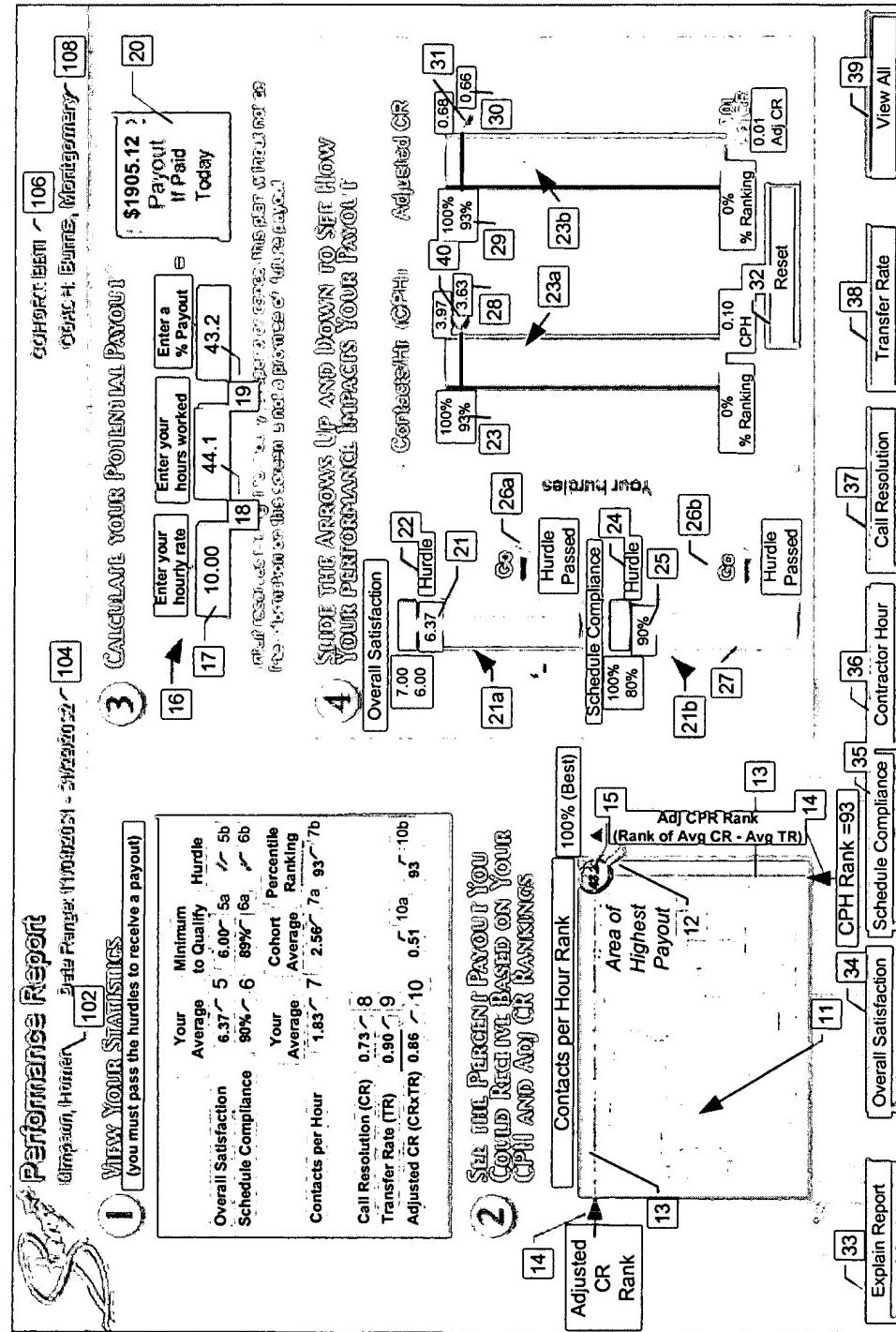


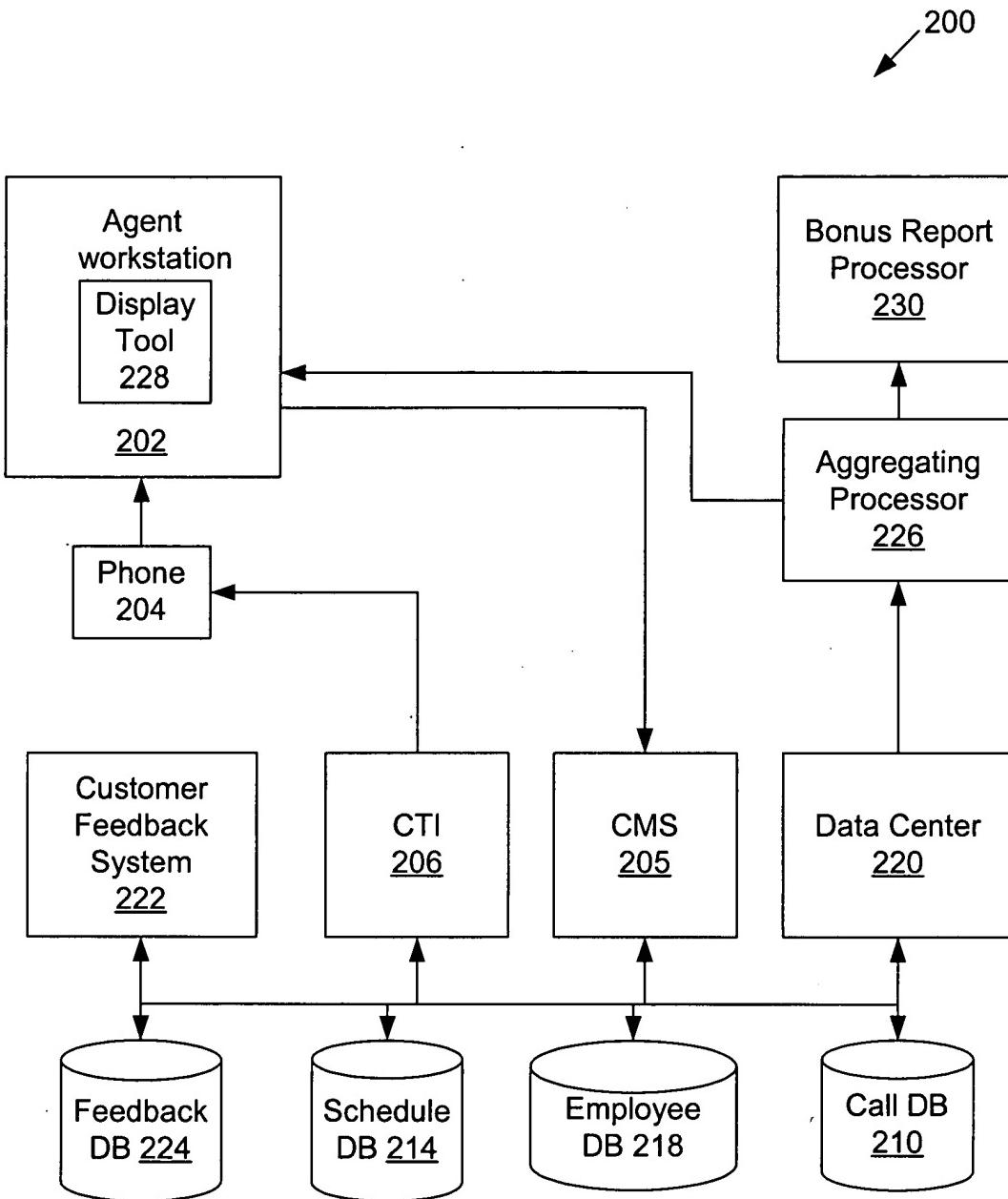


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Application No.: 10/714,496  
Title: Variable Compensation Tool And System  
For Customer Service Agents  
Inventor(s): S. Renee Starnes, et al.  
Atty. Docket No.: 16319-07385  
Sheet 2 of 2\*



**FIG. 2**